

# Master of Public Administration (M.P.A.)

## Program Description

The M.P.A. is designed to provide a developmental framework for those interested in leadership and management in the public service. It examines the public and non-profit sectors of society, with an analysis of management techniques and the leadership experience used in applying these techniques to public policy decision-making. The curriculum seeks to examine in depth the nature of public servants, the tools at their disposal, and various roles in public organizations.

*Business and management programs are ACBSP accredited.*

## Program Learning Outcomes

1. Graduates will explain the important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of public administration.
2. Graduates will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques, and theories in the field of public administration when analyzing complex factual situations.
3. Graduates will be able to effectively integrate (or synthesize) important facts, concepts, principles, and theories in the field of public administration when developing solutions to public administration multifaceted problems in complex factual situations.

## Program Curriculum

The 36 credit hours required for the master of public administration (M.P.A.) must include the following courses for a major in public administration:

PADM 5000 Public Administration (Requisite Course)  
MNGT 5590 Organizational Behavior  
PADM 5820 Planning and Evaluation  
PADM 5830 Administrative Law and Processes  
PADM 5840 Budgetary Theory and Analysis  
PADM 5850 Research and Assessment in Public Administration  
PADM 5870 Public Personnel Management  
PADM 5890 Public Policy and Administration  
PADM 6000 Integrated Studies in Public Administration

In addition, the student chooses 9 credit hours of elective courses offered from the program curricula of other School of Business and Technology majors.

If the requisite course is waived, the student must choose an elective course from this major or from the program curriculum of another School of Business and Technology major.

## Course Descriptions

### **PADM 5000 Public Administration (3)**

This course is designed to foster in the student an understanding of the background and history of public administration as a discipline; to develop an understanding of organizational theory in both classical and contemporary approaches; and to examine the design of organizations and the environment of the political subsystems in which administrators function.

### **MNGT 5590 Organizational Behavior (3)**

This course introduces students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations. These include theories relating to individual differences in abilities and attitudes, attribution, motivation, group dynamics, power and politics, leadership, conflict resolution, organizational culture, and organizational structure and design.

### **PADM 5820 Planning and Evaluation (3)**

This course introduces students to the basic methods of inquiry utilized in organizational planning and evaluation. The application of these research techniques to the solution of organizational and policy problems is considered.

### **PADM 5830 Administrative Law and Processes (3)**

The student examines the system of administrative law and in some instances uses specific case studies to indicate the development of this system. The influence of administrative law on the conduct of public operations is examined.

### **PADM 5840 Budgetary Theory and Analysis (3)**

The student examines analytical approaches to governmental budgeting, which include PPBS, zero-base budgeting, and cost-benefit analysis. The political environment of the public budgeting process is analyzed.

### **PADM 5850 Research and Assessment in Public Administration (3)**

This course introduces students to basic descriptive and inferential statistics, research principles, sampling designs, survey methodologies, and simple experimental and quasi-experimental designs. The course also introduces students to other assessment methods used by public administrators.

### **PADM 5870 Public Personnel Management (3)**

This course focuses on the principles and practices of public personnel management. Approaches for motivating and evaluating personnel are explored. Individual and group behaviors under the systems of both civil service and public collective bargaining are considered. Methods of compensation for employees and managers are examined.

### **PADM 5880 Issues in Public Administration (3)**

Current and significant issues in public administration are examined. The course focuses on existing theories and practices, with emphasis given to new and emerging topics in the field. Course may be repeated for credit if content differs.

### **PADM 5890 Public Policy and Administration (3)**

The student explores the interrelationships between political issues and the formation of public policy. Emphasis is given to both the development and implementation of public policy. Specific case studies provide examples of national as well as state and local policy making and include intergovernmental issues.

### **Capstone Course**

### **PADM 6000 Integrated Studies in Public Administration (3)**

The student is expected to synthesize and integrate the learning experiences acquired in public administration and to evaluate the research and current topics relative to this major. Techniques used to accomplish these goals may vary. Prerequisite: completion of all other required courses in this major.